

The background image shows a group of people, including women and children, walking along a dirt path in a rural, grassy area. They are carrying large, light-colored plastic water jerrycans on their heads and some are holding metal pots. The scene is brightly lit, suggesting a sunny day. The path is narrow and appears to be a common route for water collection.

Appointment of Country Director - Uganda

An introduction from the Regional Director of East Africa



Dear Candidate

Thank you for your interest in the role of Country Director – Uganda. This is a really exciting opportunity to join WaterAid as we deliver our ambitious Global Strategy, with a vision of everyone everywhere having access to safe water and sanitation by 2030.

Access to safe water and sanitation is everyone's right and yet 650 million people still live without safe water and 2.3 billion people lack an adequate toilet. This is totally unacceptable in the 21st century and leads to around 315,000 children dying every year from diarrhoea.

WaterAid works alongside communities and partner organisations from government, civil society, the UN, academia and the private sector. We believe that empowered communities engaged in championing their rights, alongside effective service providers, whether public, private or NGO, are vital to ensuring affordable, adequate and sustainable services that reach the poorest and most marginalised people, and change their lives. This is a critical first step out of poverty.

In this influential role, you will be able to build on our successes and take WaterAid to new heights in the next phase of our development.

You will join an organisation ranked 6th in the *Sunday Times* 'Top 100 not for profit organisations to work for' (2016). We pride ourselves on our engaged workforce and strong and diverse Board of Trustees.

We are looking for an exceptional leader able to inspire and motivate their colleagues and everyone they meet to deliver exceptional work.

You will be responsible for the delivery of WaterAid Uganda's contribution to the Global Strategy and our commitment to accelerate transformational change by focusing on our four aims – reducing inequalities of access to safe water, sanitation and hygiene (WASH) services; strengthening sustainable services; improving hygiene behaviour; and integrating WASH into all areas of human and economic development.

Key to success in this role will be your passion for our global vision and a drive for action and excellence. Alongside this will be a commitment to our values and to continuing to build a culture focused on doing all we can to achieve our 2030 vision.

You will facilitate strong relationships across WaterAid and with all those we engage with, including our supporters and partners, and you will ensure that we have a compelling, active, people-centred and solution-focused identity.

If you believe everyone everywhere should, and can, have access to safe water, sanitation and hygiene by 2030, and have the outstanding leadership skills needed to make a significant difference in this exciting role, we would welcome your application.

Thank you for your interest.

[Olutayo Bankole-Bolawole](#)





**We Are
WaterAid**

Vision

Our vision is a world where everyone everywhere has safe water, sanitation and hygiene

Mission

Our mission is to transform the lives of the poorest and most marginalised people by improving access to safe water, sanitation and hygiene

Our Values

Respect, Integrity, Accountability, Collaboration, Innovation and Courage – define our culture and unite us across the many countries in which we work. They are the very heart of WaterAid – who we are, what we do, and how we do it

Everyone everywhere 2030

While a shocking 663 million people still live without safe water and 2.4 billion lack sanitation there is real hope for the future. Countries across the world are supporting the United Nations Sustainable Development Goals, which pledge to tackle inequality and eradicate extreme poverty by 2030.

During the course of our Global Strategy to 2020, WaterAid will assist communities to call for their rights and will work with service providers to influence and support the delivery of sustainable services to the poorest and most marginalised people. We will prioritise good hygiene behaviour to help stop the spread of deadly diseases and improve people's health and living conditions.

Crucially, we will challenge inequalities and champion universal access to safe water, sanitation and hygiene as fundamental to progress in all areas of sustainable development, to end extreme poverty and build a healthier, more productive and fairer world.

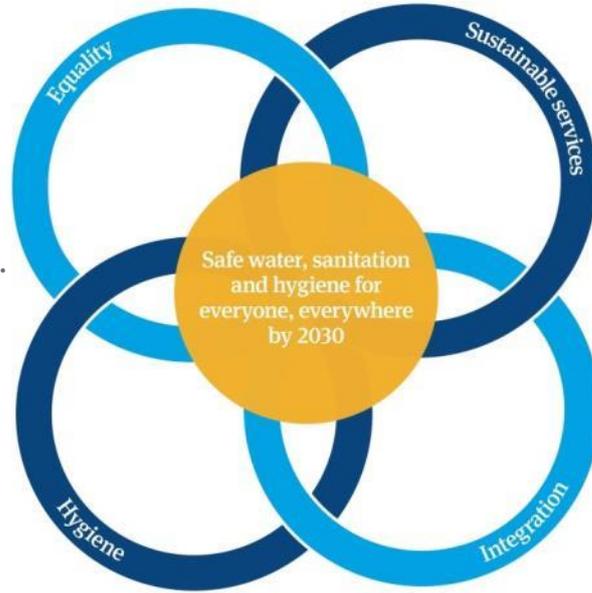
To realise the goal of universal access to safe water, sanitation and hygiene, we believe certain conditions need to be in place. Our [strategy](#) seek to accelerate progress towards our vision of the future.

Equality

We will tackle and challenge the inequalities that prevent the poorest and most marginalised people from realising their right to safe water, sanitation and hygiene.

Hygiene

We will positively influence hygiene behaviour to maximise the benefits of access to safe water and sanitation.



Sustainable services

We will support governments and service providers to strengthen the systems and capabilities required to deliver sustainable water, sanitation and hygiene services.

Integration

We will work with others to develop plans and activities that accelerate change by integrating water, sanitation and hygiene into sustainable development.

WaterAid has teams in 38 countries across the world, working with our many partners to transform millions of lives every year by improving access to safe water, sanitation and hygiene. WaterAid UK currently has teams in 25 countries – in the UK, Africa and South Asia.



In 2016-17

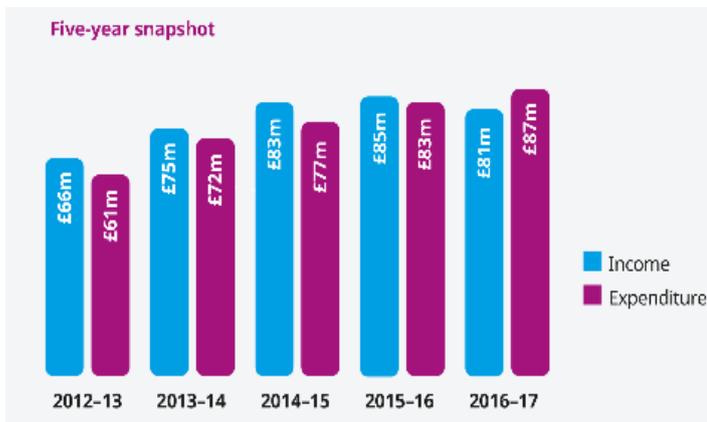
956,000
people reached with clean water

1,159,500
people reached with decent toilets

1,653,000
people reached with good hygiene

More than half of our income comes from hundreds of thousands of individuals in the UK giving regular amounts. Meanwhile, two thirds of our income is given as 'unrestricted' funds – giving us the flexibility to adapt to emerging situations and the discretion to target resources where they will be most effective in transforming lives.

Income and expenditure for 2012-2017



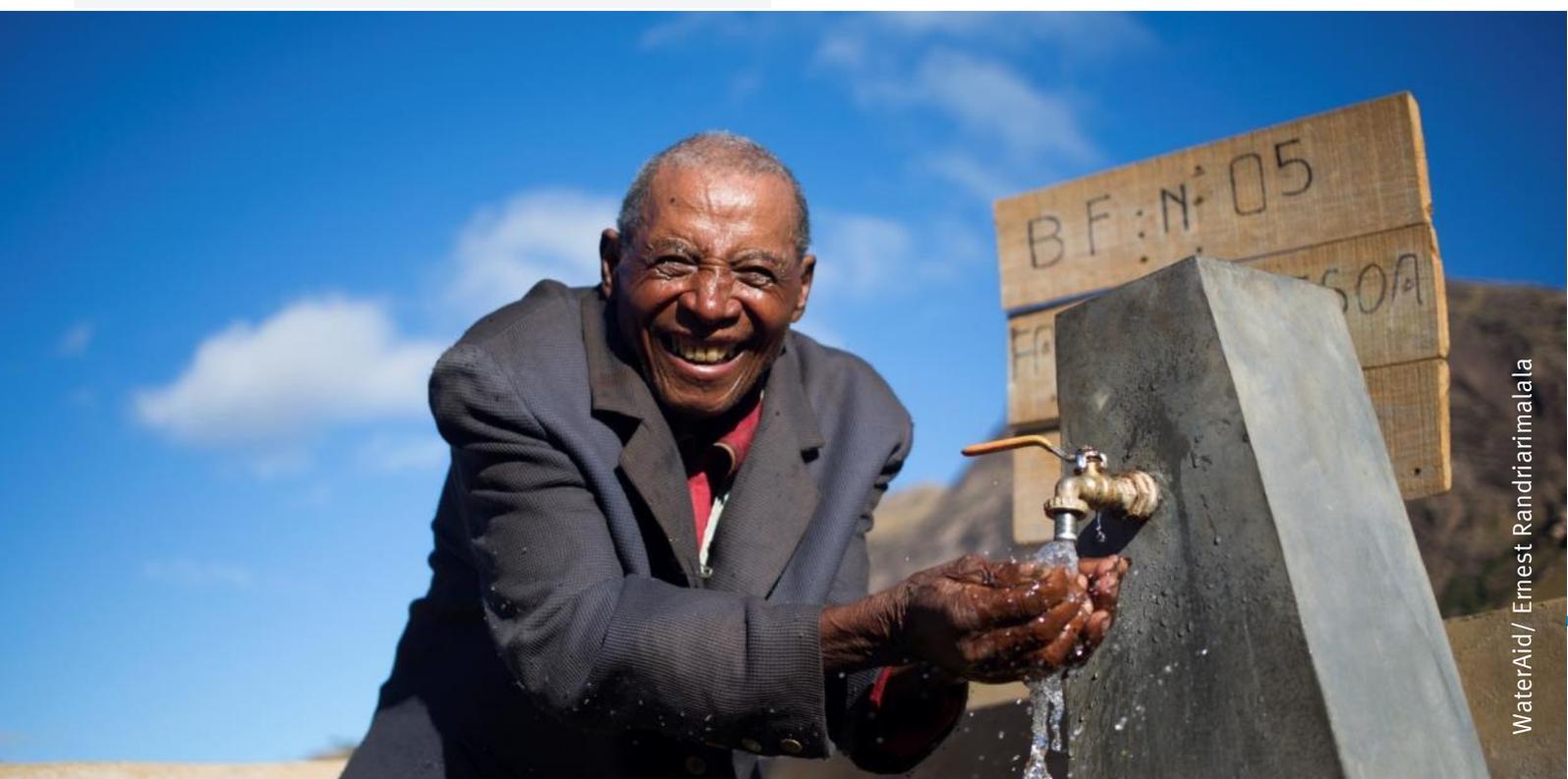
How we spent the money



Who we received funds from



Our Annual Report can be found at:
<http://www.wateraid.org/uk/who-we-are/annual-reports>



WaterAid federation

Established in 1981 by the UK water industry, WaterAid has grown significantly in income and reach over recent years. From its origins in the UK, WaterAid has now become an international federation – of which WaterAid UK is the founding member.

The Chair and Deputy Chair of WaterAid UK sit on the WaterAid international Board alongside the Chairs of WaterAid America, Australia, Canada, India, Japan and Sweden. India was the first country to make the transition from a country programme to an independent WaterAid member organisation. It is envisaged that more country programmes may make this journey in the coming years provided this enables us to achieve greater impact.

The work of WaterAid international is supported by a small secretariat and draws on existing staff and resources of member countries, so as to remain light touch and to allow the organisation to focus on its mission.

The role of WaterAid international is to:

- Coordinate the delivery and review of our Global Strategy.
- Facilitate collective global decision-making, coordination and shared standards between WaterAid member countries.
- Support planned growth and open the way for more WaterAid member countries.
- License the WaterAid name and marks.

WaterAid member organisations collaborate globally and work together to deliver effectively our Global Strategy. The WaterAid UK Directors lead on ensuring global alignment and collaboration across the federation in their own areas of specialism.



Country Director – Uganda

The role

The primary purpose of the Country Director (CD) is to provide leadership to Country Programme (CP) and to contribute to the regional, pan Africa and global leadership of WaterAid. The CD achieves this by steering the direction of the CP, empowering and developing staff and partners and influencing public and private institutions on the impact that improvements in safe water and improved sanitation and hygiene can make to the poorest and most excluded – therefore contributing to wider poverty reduction and human development.

Reporting to the Regional Director, the CD will have a strong professional relationship with the Regional Programme Manager to ensure that global norms on programme quality, planning, monitoring, evaluation and assurance are applied at the Country Programme level.

Key accountabilities

- Provide strong strategic leadership to the country team promoting a management culture that is supportive, empowering and collaborative.
- Lead, manage and motivate a team, creating an environment that enables staff to maximize their potential and facilitates high performing teams; ensure that the Senior Management Team is effective in promoting effective internal collaboration and joined-up working.
- Develop and deliver the Country Strategy in line with WaterAid’s Global Strategy.
- Ensure the successful, on time, delivery of all plans and budgets.
- Represent WaterAid externally, ensuring that WaterAid’s vision, mission, values and aims are communicated in a positive and compelling way. Facilitate the building of relationships between partners, staff and other stakeholders.
- Actively facilitate relationships between sector stakeholders (actors) to support the development of the sector.
- Collaborate with colleagues from across WaterAid to enhance relationships and ensure effective organizational working.
- Contribute as a member of the Global and Regional leadership teams of WaterAid to support organizational effectiveness and development.
- Lead the approach to ensuring that the CP has integrated Equity and Inclusion into its work as well as being a diverse and inclusive place to work.
- Stay aware of local funding context and identify appropriate opportunities to increase income, in conjunction with the Regional Team and the Programme Funding Unit.
- Develop thorough understanding of the context environment we are operating in, identify and manage risk including ensuring appropriate health and safety and security procedures are in place.

- Ensure that WaterAid’s global policies are adapted to the country context (as appropriate) and adhered to; represent WaterAid’s stated global positions on key development issues effectively, adapting it to the country context as appropriate.

Person specification

- An inspirational leader with strong strategic vision, intellectual acuity and analytical ability combined with the energy, drive and creativity to maximise WaterAid’s impact.

Education

Essential	Desirable
<ul style="list-style-type: none"> • Master Degree or professional qualification in a relevant subject • Post graduate qualification in a related subject 	

Experience

Essential	Desirable
<ul style="list-style-type: none"> • At least 3 years of proven experience of heading a Country Programme/ Office • Not less than 12 years’ experience in strategic leadership and management of a multi-disciplinary team of professionals, preferably in water and sanitation sector. • Experience in strategic planning development in a senior management capacity. • Experience of developing key strategic and operational partnerships with national level NGOs and government authorities for programme, policy and advocacy interventions. • Experience of raising funds from government and/or international agencies (bilateral/multilateral), managing large budgets with diverse international donor base. • Leading on engagement with national governments, bilateral and multi-lateral agencies on policy influencing. • Proven leadership skills and strategic management skills 	<ul style="list-style-type: none"> • Senior management experience in an international development organisation • Proven experience in managing organisational growth and change. • Experience of leading on participative monitoring and impact assessment missions. • Experience of working in Uganda • Significant experience of community-based water supply, sanitation and hygiene promotion projects

Knowledge and skills

Essential	Desirable
<ul style="list-style-type: none"> • A clear and sound understanding of international development (policy and programme), especially in the water and sanitation developing countries • Ability to think clearly and analytically. • Ability to develop long term strategic plans at an organisational level within a country and further developing operational short and medium term plans • Ability to plan own work, setting priorities and completing it under pressure or when faced with competing demands. 	<ul style="list-style-type: none"> • A good understanding of participative hygiene promotion approaches and methodologies. • Ability to use computers both for word-processing and spreadsheet packages. • Ability to communicate clearly in a relevant local language

<ul style="list-style-type: none"> • Ability to lead financial and budget management processes and ensure high level of accountability to internal and external stakeholders. • Ability to communicate and make presentations clearly in English • Ability to develop innovative approaches to development problems. 	
---	--

Personal qualities

Essential	Desirable
<ul style="list-style-type: none"> • A strong commitment to gender sensitive, inclusive and pro-poor development work. • A commitment to WaterAid's values and approach. • Consultative and empowering management style and willingness to learn from others • Willingness to work within an organisational framework in the spirit of mutual trust and respect 	

Terms of appointment

The role is based in Uganda - Kampala. The salary is competitive and commensurate with the seniority of the post.

Appointment process and how to apply

If you are interested in the position and have the right skills and attributes, please complete our job application form.

The closing date for applications is 5pm on 31st May 2018.

WaterAid registered charity numbers 288701 (England and Wales) and SC039479 (Scotland)

